

AN ORDINANCE AMENDING ORDINANCE NO. 8823 WHICH ESTABLISHED JOB CLASSIFICATIONS AND NUMBERS OF EMPLOYEES FOR EACH DEPARTMENT OF THE CITY GOVERNMENT OF NORTH LITTLE ROCK FOR MID-YEAR 2016; DECLARING AN EMERGENCY; AND FOR OTHER PURPOSES.

WHEREAS, the City Council is responsible for establishing the number of employees in each department; and

WHEREAS, by enacting an ordinance listing the numbers of employees in each job classification in each department effective upon adoption, the City Council will be in a better position to monitor and evaluate the numbers of employees necessary to the operation of each city department; and

WHEREAS, Ordinance No. 8823 was adopted on July 11, 2016 listing numbers of employees in each job classification in each department, and there is a need to update the information for a few City departments.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF NORTH LITTLE ROCK, ARKANSAS:

SECTION 1: That the Administration Department shall consist of nine (9) elected officials and seven (7) full time employees as follows:

Mayor (Elected), NEG - 1
Alderman (Elected), NEG - 8
Director of Operations, NEG – 1
Chief of Staff, NEG – 1
Director of External Affairs, NEG – 1
Director of Special Projects, NEG – 1
Office Assistant, NEG – 1
Office Assistant III, NEG – 1
Special Assistant to the Mayor, NEG – 1

SECTION 2: That the Airport Department shall consist of two (2) full time employees and two (2) part-time employees as follows:

Director, NEG -1
Airport Maintenance Worker, P06 – 1
Part-time Worker, HRLY – 2

SECTION 3: That the Animal Shelter shall consist of nine (9) full-time employees

and one (1) part-time employee as follows:

Director, NEG - 1
Animal Control Officer, F07 - 6

Animal Control Assistant, F07 - 1
Lead Animal Control Officer/Administrator, F07A - 1
Office Assistant III, Part-time, HRLY – 1

SECTION 4: That the City Clerk's Office shall consist of one (1) elected official and three (3) full-time employees as follows:

City Clerk-Treasurer (Elected), NEG – 1
Assistant to City Clerk -Treasurer, NEG - 1
Deputy City Clerk/Revenue Officer, Senior, NEG – 1
Deputy City Clerk/Revenue Officer, NEG – 1

SECTION 5: That the Code Enforcement Department shall consist of fourteen (14) full-time employees as follows:

Director, NEG - 1
Code Enforcement Assistant, F06A - 1
Health Code Enforcement Officer, F09 – 1
Code Enforcement Officer, F07 – 8
Code Officer Supervisor, F09A - 1
Helper, P06 – 2

SECTION 6: That the Commerce Department shall consist of four (4) full-time employees as follows:

Director, NEG - 1
Administrative Secretary/Purchasing Assistant, F06A - 1
Assistant Director for Procurement, NEG - 1
Courier, F04 – 1

SECTION 7: That the Communication Department shall consist of one (1) full-time employee as follows:

Communications Director, NEG - 1

SECTION 8: That the Community Development Department shall consist of five (5) full-time and 1 (one) part-time employees as follows:

Director, NEG - 1
Administrative Secretary, F06A - 1
Assistant Community Development Director, F10 – 1 (100% grant-funded)

Contract/Rehabilitation Officer, F07 –2
Office Assistant III, PT – 1

SECTION 9: That the Community Planning Department shall consist of twelve (12) full-time employees as follows:

Director, NEG – 1
City Planner, F10 – 2
Geographic Information Systems Specialist, F10 – 1
Administrative Secretary, F06A – 1
Office Assistant III, F05 – 1
Planning Technician, F05 – 1
Building Official/Plans Review Supervisor, F10 –1
Chief Building & Sign Inspector, F08 – 1
Chief Electrical Inspector, F08 – 1
Chief Plumbing & Gas Inspector, F08A – 1
Mechanical Inspector, F08 - 1

SECTION 10: That the District Court, First Division shall consist of one (1) elected official, nine (9) full-time employees and one (1) part-time employee as follows:

Judge (Elected) – 1 (State employee effective 07/01/09)
Assistant Clerk, NEG - 3
Chief Clerk, NEG - 1
Chief Probation Officer, NEG - 1
Court Reporter, NEG - 1
Deputy Clerk, NEG - 1
Probation Clerk, NEG – 1
Probation Officer, NEG - 1
Assistant Clerk (Part time), HRLY - 1

SECTION 11: That the District Court, Second Division shall consist of one (1) elected official, nine (9) full-time employees as follows:

Judge (Elected) – 1 (State employee effective 07/01/09)
Assistant Clerk, NEG - 3
Chief Clerk, NEG - 1
Court Reporter, NEG - 1
Deputy Clerk, NEG - 1
Office Assistant, NEG – 2
Probation Officer, NEG – 1

SECTION 12: That the Electric Department shall consist of one hundred four (104) full-time employees as follows:

General Manager, NEG - 1
Accounting Clerk Senior, F06A – 2

Assistant General Manager, NG – 2
 Auto Mechanic, NG – 1
 Climbing Crew Leader, NG – 4
 Compliance Administrator, NG – 1
 Cost Accountant, NG – 1
 Database Administrator – 1
 Distribution Design Electrical Engineer, NG – 1
 Distribution Design Supervisor, NG – 1
 Distribution Designer, NG – 2
 Distribution Designer, Sr., NG – 1
 Distribution Engineer, NG – 1
 Distribution Technician, NG – 3
 Electric Investigator, NG – 1
 Energy Services Coordinator, NG – 1
 Energy Services & Communication Manager, NG – 1
 Energy Specialist, NG – 1
 Excavator Lead, NG – 1
 Excavator Assistant, NG – 1
 Executive Office Manager, NG – 1
 Power Cost Accountant, NG – 1
 General Construction Supervisor, NG – 1
 Hydro Lead Operator, NG – 1
 Hydro Maintenance Supervisor, NG – 1
 Hydro Operator, NG – 9
 Network Infrastructure Administrator, NG – 2
 Information Technology Manager, NG – 1
 Material Handler, NG – 1
 Data Quality Analyst, F06A – 2
 Meter Data Management/Advanced Meter Infrastructure (MDM/AMI)
 Manager, NG – 1
*Adjust three (3) Meter Man positions between Apprentice & Journeyman
 according to the training and experience of employees and vacancies.*
 Journeyman Meter Man, NG – 2
 Apprentice Meter Man, NG – 1
 Milsoft GIS Administrator, NG – 1
 Office Assistant III, F05 – 2
 Operations Manager, NG – 1
 Distribution Operator, NG – 5
 Safety and Security Manager, NG – 1
 Service Supervisor, NG – 1
*Quotas for thirty (30) service positions (Apprentice Lineman, Apprentice
 Street Light Technician, Ground Assistant/Climbing, Journeyman
 Lineman, and Street Light Technician) may be reallocated among the
 positions according to the training and experience of employees and the
 needs of the department.*
 Journeyman Lineman, NG – 17
 Apprentice Lineman, NG – 4

Ground Assistant/Climbing, NG – 6
Street Light Technician, NG – 1
Apprentice Street Light Technician, NG – 2
Smart Meter Technician, NG – 3
Staff Accountant, NG – 1
Storekeeper, NG - 1
Street Light Supervisor, NG - 1
System Electrical Engineer, NG – 1
Power Supply Engineer, NG – 1
Tree Trimmer/Climber, NG – 1
Tree Trimmer/Climber Assistant, NG – 1
Vegetation Management Coordinator, NG – 1

SECTION 13: That the Emergency Services Department shall consist of thirty two (32) full-time employees and three (3) part-time employees as follows:

Coordinator/Director, NEG – 1
Deputy Coordinator/Lead Public Safety Dispatcher, F09A, - 1
Lead Public Safety Dispatcher, F09A, - 4
Public Safety Dispatcher (I = F07/II = F07A) - 25
Secretary III, F05A – 1
Public Safety Dispatcher, Part-time, HRLY - 3

SECTION 14: That the Finance Department shall consist of thirteen (13) full-time employees as follows:

Director of Finance and Budget, NEG - 1
Accountant, ~~F11~~ F12 – 1, **pay grade change**
Accounting Clerk III, F05A - 1
Accounting Clerk, Senior, F06A – 5
Assistant Finance Director, NG – 1
Assistant Payroll Specialist, F07A – 1
Auditor/Grants Administrator, NEG – 1
Finance Officer (Electric), ~~F11~~ F12- 1, **pay grade change**
Payroll Specialist, F08 – 1

SECTION 15: That the Fire Department shall consist of one hundred seventy five (175) full-time employees (172 uniformed and 3 non-uniformed) as follows: (Per Ordinance 7615, 1/26/04, is authorized to exceed by 3 the quota of firefighters due to absences caused by military leaves.)

Uniformed:

Chief, NEG - 1
Assistant Chief, Y04 – 1
Battalion Chief, Y04 - 3
Captain, Y03 – 42
Fire Marshall, Y04 - 1

Firefighter, Y01 – 57
Firefighter, Y01X - 24 *
Lieutenant, Y02 – 43

Non-uniformed:

Executive Secretary, NG – 1
Office Assistant, Senior, F05A – 1
Vehicle General Foreman, F10 – 1

***Note** – Positions that are grant-funded (identified by an ending “X”) will be terminated upon the expiration of funding, unless sooner terminated by City Council.

Within the total number of positions authorized, the Fire Department Chief is hereby authorized to temporarily promote six (6) from properly selected Firefighters to the rank of Lieutenant and three (3) properly selected Lieutenants to the rank of Captain for a period that shall not exceed two years from the date of promotion. Persons receiving temporary promotions shall be prioritized for permanent promotions. Persons receiving temporary promotions may, upon the expiration of two years from the date of promotion, be retained in the previous position held. No temporary promotion shall be effective unless or until the person receiving the temporary position signs an acknowledgement that the promotion is temporary in nature and restricted by the terms of this Ordinance.

SECTION 16: That the Fit 2 Live Department shall consist of one (1) full-time employee:

Fit 2 Live Coordinator/Wellness, Health, Education, and Nutrition Coordinator, NEG – 1

SECTION 18: That the Human Resources Department shall consist of eight (8) full-time employees as follows:

Human Resources Director, NEG - 1
~~Assistant HR Director, NG – 1 Delete one position~~
HR Assistant, F06A – 1
HR Generalist, F07 – 2
Human Resources Employment Specialist, F10 – 1
Human Resources Specialist/Administrative, F10 – 1 Add one position
Industrial/Organizational Specialist, NEG – 2 -1 = 1, delete one position
Senior Industrial/Organizational Specialist/Assistant Human Resources Director, NEG – 1 Add one position

SECTION 19: That the Legal Department shall consist of one (1) elected official, seven (7) full-time employees and ~~one~~**two (42)** part-time employees as follows:

City Attorney (Elected), NEG – 1

Assistant City Attorney, NEG - 3
Deputy City Attorney, NEG - 1
Legal Assistant, NEG -2 - 1 = 1, delete one position
Legal Assistant, Part time, NEG - 2 Add 2 positions
Office Manager, NEG - 1
Case Manager, NEG - 1 Add 1 position
~~Administrative Secretary, (Legal), Part time, NEG -1 Delete one position~~

SECTION 20: That the Neighborhood Services Department shall consist of two (2) full-time employees as follows:

Director, NEG - 1
Office Assistant Sr., F05A - 1

SECTION 21: That the Parks & Recreation Department shall consist of two hundred seventeen (217) employees: seventy one (71) full-time, one (1) contract, one hundred and two (102) part-time, and forty three (43) intermittent as follows:

Administration (Dept. 033): three (3) full-time employees

Director, NEG - 1
Executive Secretary, NG - 1
Parks Generalist, F07 - 1

Parks Maintenance (Dept. 034): forty-four (44) employees: 40 full time, 1 contract, and 3 part-time.

Construction Carpenter, P11 - 1
Equipment Maintenance Worker, ~~P08~~ **P09** - 1, **pay grade change**
General Parks Supervisor, F09 - 2
Heavy Equipment Operator, P09 - 2
Mechanic, P11 - 1
Office Assistant Sr., F05A - 1
Parks Maintenance Crew Leader, P08 - 4
Parks Maintenance Specialist, P14 - 1
Parks Maintenance Superintendent, F11 - 1
Parks Maintenance Worker, P06 -20
Park Ranger, F09, - 1
Parks Supervisor I, F07A - 1
Senior Parks Maintenance Worker, P07 - 2
Sports Turf Specialist, P14 - 1
Water Systems Specialist Plumbing/Irrigation, P13 - 1

Campground Manager, Contract, NEG - 1
Laborer, Part-time, HRLY -3

Recreation (Dept. 035): one hundred eleven (111) employees: 15 full-time, 53 part-time, and 43 intermittent.

Custodian, FT, P06 – 2
Office Assistant, Senior, FT F05A – 1
Program Coordinator, F08 – 1
Program Leader, FT, F04 – 4
Program Supervisor, FT, F09 – 1
Recreation Center Director, FT, F07 – 3
Recreation Superintendent, FT, F11 - 1
Community and Fitness Center Director FT, F09 – 1
Community and Fitness Center Assistant Director FT, F08 – 1
Facility Leader, Part-Time, HRLY – 8
Program Leader, Part-Time, HRLY – 1
Recreation/Program Aide, Part-Time, HRLY – 44
Aquatic Supervisor, Intermittent, HRLY – 1
Assistant Pool Manager, Intermittent, HRLY – 2
Concession Worker I, Intermittent, HRLY – 5
Concession Worker II, Intermittent, HRLY – 1
Lifeguard, Intermittent, HRLY – 12
Swimming Pool Manager, Intermittent, HRLY – 2
Instructors, Intermittent, HRLY – 20

Special Projects: (041): two (2) full-time employees:

Project Coordinator, FT, F10A – 1
Office Assistant, Senior, FT F05A – 1

Concessions: (040): forty two (42) employees: 3 full-time and 39 part-time.

Program Leader, F04 – 1
Program Coordinator, F08 – 2

Concession Manager, Part-Time, HRLY, - 2
Concession Worker I, Part-Time, HRLY, - 26
Concession Worker II, Part-Time, HRLY, - 10
Facility Leader, Part-Time, HRLY – 1

Burns Park Golf Course (036): fifteen (15) employees: 8 full-time and 7 part-time:

Assistant Golf Professional, FT, F08 1
Equipment Maintenance Worker, FT, ~~P08~~ P09 – 1, **pay grade change**
Golf Assistant, FT, F05 – 1
Golf Superintendent, FT, F10 – 1
Parks Maintenance Worker, FT, P06 – 3
Water Systems Specialist-Irrigation, P13 – 1
Golf Assistant, Part-time, HRLY - 2
Laborer, Part-Time, HRLY – 5

SECTION 22: That the Patrick Henry Hays Senior Citizens Center Department shall consist of eight (8) full-time employees and seven (7) part-time employees as follows:

Director, NEG – 1

Assistant Director/Volunteer Coordinator, NEG – 1
Custodian, P05 – 3
Office Assistant Senior, F05A –2
Rental Coordinator/Administrative Secretary, F06A – 1
Building Attendant – Part-time, HRLY - 4 (only two of which will work
week nights at any one time and one will work week end events)
Custodian, Part-time, HRLY – 1
Office Assistant Sr. – Part-time – 1
Weekend Coordinator – Part-time, HRLY – 1

SECTION 23: That the Police Department shall consist of two hundred forty (240) full-time employees (202 uniformed and 38 non-uniformed) as follows:

Uniformed:

Chief, NEG – 1
Assistant Chief, NG – 1
Captain, X04 - 4
Lieutenant, X03 –10
Sergeant, X02 - 25
Police Officer, X01 – 161

Non-uniformed:

Administrative Secretary F06A- 1, add one position
Automated Systems Assistant, F05 – 1
Community Service Assistant, F05 – 2
Community Service Assistant II, F07 - 7
Computer Specialist, F10 –2
Database Specialist, F10 – 1
Executive Secretary, NG - 1
Fleet Maintenance/Inventory Manager, F05 - 1
Manager of Information Systems, NEG – 1
Media Production Specialist, F09A – 1
Network Infrastructure Administrator, NG – 1
Office Assistant III, F05 –11
Office Manager, F10 – 1
Payroll Accounting Clerk, F06A – 1
**Secretary III, F05A – 6 one position TBD after promotion to
Administrative Secretary = 5**
Victim's Advocate, F08A – 1

SECTION 24: That the Public Works Department shall consist of eleven (11) full-time employees and two (2) part-time employees and nine (9) intermittent employees as follows:

Chief City Engineer, NEG - 1
Building Maintenance Supervisor, P11 – 1
Building Maintenance Technician, P09 –3
City Engineer, NEG – 2
Mosquito Control Supt., P09 – 1

Office Assistant Senior, F05A – 2
Safety Director, NEG – 1

City Engineer, Part-time, NEG – 1
General Maintenance Worker, Part-time, HRLY – 1
Mosquito Control Tech/Maintenance Tech, Intermittent, HRLY – 1
Mosquito Control Tech., Intermittent, HRLY – 8

SECTION 25: That the Sanitation Department shall consist of thirty nine (39) full-time employees as follows:

Director, NEG – 1
Code Enforcement Officer, F07 – 1
Helper, P06 – 14
Office Assistant Sr., F05A - 1
Route Supervisor/Garbage, F09 - 1
Route Supervisor/Trash, F09 – 1
Truck Driver/Collector, P10 –8
Senior Driver, P10 – 12

SECTION 26: That the Street Department shall consist of fifty-three (53) full-time employees as follows:

Director, NEG - 1
Crew Leader, F09 – 5
Custodian/Helper, P06 - 1
Dispatcher/Inventory Management Clerk, F05 - 1
Foreman, NEG – 1
Helper, P06 – 15
Heavy Equipment Operator-Street, P12 – 8
Light Equipment Operator-Street, P10 – 12
Semi-Skilled Laborer, P08 – 6
Truck Driver, P10 – 2
Office Assistant Senior, F05A – 1

SECTION 27: That the Traffic Services Department shall consist of thirteen (13) full-time employees and two (2) seasonal employees as follows:

City Engineer/Transportation, NG – 1
Chief Signal Technician, F11 - 1
Office Assistant Senior, F05A – 1
Sign & Markings Supervisor, F10 – 1
Sign & Markings Barricade Technician – P11 - 1
Sign & Markings Technician, Senior P10–1
Sign & Markings Technician, P08 - 2
Sign & Markings Installer, P06 – 2
Signal Construction Technician, P11 - 1

Signal Construction Assistant, P08 – 1
Signal Systems Technician, F10 – 1
Sign & Markings Installer, Seasonal, HRLY – 2

SECTION 28: That the Utilities Accounting Department shall consist of forty-three (43) full-time employees and eight (8) part-time employees as follows:

Accountant, F11 – 1
Accounting Clerk III, F05A – 2
Accounting Clerk, Senior, F06A - 1
City Services Information Systems Manager, NG - 1
Computer Operator, F06A –2
Customer Service Accounting Clerk, F05B - 1
Customer Service Clerk, F05B – 13
Customer Service Manager, F10 – 1
Customer Service Supervisor, F09 – 1
Database Administrator, NEG - 2
Executive Secretary, F06A - 1
General Manager, F14 – 1
Infrastructure Network Administrator, NEG - 2
Office Assistant II, F04A –5
Office Assistant III, F05 –3
Sr. Information Services Specialist, F10 –2
Teller, F05A - 4
Clerk/Teller, Part-time, HRLY – 8

SECTION 29: That the Vehicle Maintenance Department shall consist of thirteen (13) full-time employees as follows:

Director, NEG - 1
Mechanic/Shop Foreman, Grade P13 – 2
Mechanic, P11 – 5 + 1 = 6, add one position but two positions TBD after promotions to Mechanic/Shop Foreman = 4
Parts Inventory Clerk, F05A – 1
Service Bay Worker, P08 –2
Sr. Service Bay Worker, P09 – 1
Welder, P11 - 2

SECTION 30: That paygrade scales and salary schedules effective at the adoption of this ordinance are attached hereto, and incorporated herein, as follows:

Exhibits “A” thru “E” – Non-Uniformed Pay Grade Scales
Exhibit “F” – Electric Department Salary Structure
Exhibit “G” – Fire Department Pay Scale
Exhibit “H” – Police Department Uniform Salaries

SECTION 31: All ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of the conflict.

SECTION 32: That the provisions of this ordinance are hereby declared to be severable and if any section, phrase or provision shall be declared or held invalid, such invalidity shall not affect the remainder of the sections, phrases or provisions.

SECTION 33: That the City Council has determined that the interests of the City and City employees can best be served by the adoption of this ordinance; THEREFORE, an emergency is hereby declared to exist, and this Ordinance shall be in full force and effect from and after its passage and approval.

PASSED:

APPROVED:

Mayor Joe A. Smith

SPONSOR:

ATTEST:

Joe A. Smith
Mayor Joe A. Smith *m-sm*

Diane Whitbey, City Clerk

APPROVED AS TO FORM:

C. Jason Carter
C. Jason Carter, City Attorney *m-sm*

PREPARED BY THE NLR HUMAN RESOURCES DEPARTMENT
FORMATTED BY THE OFFICE OF THE CITY ATTORNEY

FILED	<u>11/08</u>	A.M.	_____	P.M.
By	<u>Maria Miller, Dep City Atty</u>			
DATE	<u>9/28/16</u>			
Diane Whitbey, City Clerk & Treasurer North Little Rock, Arkansas				
RECEIVED BY	<u>[Signature]</u>			

F04, F04A, F05 (6% INC)**EXHIBIT "A"**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	MIN								
GR	SALARY	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%
F04									
AN	22,060.55	23,384.18	24,787.23	26,274.47	27,850.94	29,521.99	31,293.31	33,170.91	35,161.17
MO	1,838.38	1,948.68	2,065.60	2,189.54	2,320.91	2,460.17	2,607.78	2,764.24	2,930.10
Bi/W	848.48	899.39	953.36	1,010.56	1,071.19	1,135.46	1,203.59	1,275.80	1,352.35
WK	424.24	449.70	476.68	505.28	535.59	567.73	601.79	637.90	676.18
HR	10.6060	11.2424	11.9169	12.6320	13.3899	14.1933	15.0449	15.9476	16.9044
F04A									
AN	22,942.62	24,319.18	25,778.33	27,325.03	28,964.53	30,702.40	32,544.54	34,497.22	36,567.05
MO	1,911.89	2,026.60	2,148.19	2,277.09	2,413.71	2,558.53	2,712.05	2,874.77	3,047.25
Bi/W	882.41	935.35	991.47	1,050.96	1,114.02	1,180.86	1,251.71	1,326.82	1,406.43
WK	441.20	467.68	495.74	525.48	557.01	590.43	625.86	663.41	703.21
HR	11.0301	11.6919	12.3934	13.1370	13.9253	14.7608	15.6464	16.5852	17.5803
F05									
AN	23,808.76	25,237.28	26,751.52	28,356.61	30,058.01	31,861.49	33,773.18	35,799.57	37,947.54
MO	1,984.06	2,103.11	2,229.29	2,363.05	2,504.83	2,655.12	2,814.43	2,983.30	3,162.30
Bi/W	915.72	970.66	1,028.90	1,090.64	1,156.08	1,225.44	1,298.97	1,376.91	1,459.52
WK	457.86	485.33	514.45	545.32	578.04	612.72	649.48	688.45	729.76
HR	11.4465	12.1333	12.8613	13.6330	14.4510	15.3180	16.2371	17.2113	18.2440

F05A to F08A Pay Grades

EXHIBIT "B"

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
GR	MINIMUM	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt = >5%
F05A									
AN	25,686.97	26,971.32	28,319.89	29,735.88	31,222.68	32,783.81	34,423.00	36,144.15	37,951.36
MO	2,140.58	2,247.61	2,359.99	2,477.99	2,601.89	2,731.98	2,868.58	3,012.01	3,162.61
Bi/W	987.96	1,037.36	1,089.23	1,143.69	1,200.87	1,260.92	1,323.96	1,390.16	1,459.67
WK	493.98	518.68	544.61	571.84	600.44	630.46	661.98	695.08	729.83
HR	12.35	12.97	13.62	14.30	15.01	15.76	16.55	17.38	18.25
F05B									
AN	26,032.46	27,334.08	28,700.78	30,135.82	31,642.61	33,224.74	34,885.98	36,630.28	38,461.80
MO	2,169.37	2,277.84	2,391.73	2,511.32	2,636.88	2,768.73	2,907.17	3,052.52	3,205.15
Bi/W	1,001.25	1,051.31	1,103.88	1,159.07	1,217.02	1,277.87	1,341.77	1,408.86	1,479.30
WK	500.62	525.68	551.94	579.54	608.51	638.94	670.88	704.43	739.65
HR	12.52	13.14	13.80	14.49	15.21	15.97	16.77	17.61	18.49
F06									
AN	27,001.73	28,351.81	29,769.41	31,257.88	32,820.77	34,461.81	36,184.90	37,994.14	39,893.85
MO	2,250.14	2,362.65	2,480.78	2,604.82	2,735.06	2,871.82	3,015.41	3,166.18	3,324.49
Bi/W	1,038.53	1,090.45	1,144.98	1,202.23	1,262.34	1,325.45	1,391.73	1,461.31	1,534.38
WK	519.26	545.23	572.49	601.11	631.17	662.73	695.86	730.66	767.19
HR	12.98	13.63	14.31	15.03	15.78	16.57	17.40	18.27	19.18
F06A									
AN	28,190.01	29,599.51	31,079.48	32,633.46	34,265.13	35,978.39	37,777.31	39,666.17	41,649.48
MO	2,349.17	2,466.63	2,589.96	2,719.45	2,855.43	2,998.20	3,148.11	3,305.51	3,470.79
Bi/W	1,084.23	1,138.44	1,195.36	1,255.13	1,317.89	1,383.78	1,452.97	1,525.62	1,601.90
WK	542.12	569.22	597.68	627.57	658.94	691.89	726.49	762.81	800.95
HR	13.55	14.23	14.94	15.69	16.47	17.30	18.16	19.07	20.02
F07									
AN	29,285.90	30,750.19	32,287.70	33,902.09	35,597.19	37,377.05	39,245.90	41,208.20	43,268.61
MO	2,440.49	2,562.52	2,690.64	2,825.17	2,966.43	3,114.75	3,270.49	3,434.02	3,605.72
Bi/W	1,126.38	1,182.70	1,241.83	1,303.93	1,369.12	1,437.58	1,509.46	1,584.93	1,664.18
WK	563.19	591.35	620.92	651.96	684.56	718.79	754.73	792.47	832.09
HR	14,0798	14,7837	15,5229	16,2991	17,1140	17,9697	18,8682	19,8116	20,8022
F07A									
AN	30,353.28	31,870.94	33,464.49	35,137.71	36,894.60	38,739.33	40,676.29	42,710.11	44,845.61
MO	2,529.44	2,655.91	2,788.71	2,928.14	3,074.55	3,228.28	3,389.59	3,559.18	3,737.13
Bi/W	1,167.43	1,225.81	1,287.10	1,351.45	1,419.02	1,489.97	1,564.47	1,642.70	1,724.83
WK	583.72	612.90	643.55	675.73	709.51	744.99	782.24	821.35	862.42
HR	14,5929	15,3226	16,0887	16,8931	17,7378	18,6247	19,5559	20,5337	21,5604
F08									
AN	31,476.76	33,050.60	34,703.13	36,438.28	38,260.20	40,173.21	42,181.87	44,290.95	46,505.51
MO	2,623.06	2,754.22	2,891.93	3,036.52	3,188.35	3,347.77	3,515.16	3,690.91	3,875.46
Bi/W	1,210.64	1,271.18	1,334.74	1,401.47	1,471.55	1,545.12	1,622.38	1,703.50	1,788.67
WK	605.32	635.59	667.37	700.74	735.77	772.56	811.19	851.75	894.34
HR	15,1331	15,8897	16,6842	17,5184	18,3943	19,3140	20,2797	21,2937	22,3584
F08A									
AN	32,855.38	34,498.15	36,223.06	38,034.21	39,935.92	41,932.72	44,029.36	46,230.82	48,600.19
MO	2,737.95	2,874.85	3,018.69	3,169.52	3,327.99	3,494.39	3,669.11	3,852.57	4,050.02
Bi/W	1,263.67	1,326.85	1,393.19	1,462.85	1,536.00	1,612.80	1,693.44	1,778.11	1,869.24
WK	631.83	663.43	696.60	731.43	768.00	806.40	846.72	889.05	934.62
HR	15,7959	16,5857	17,4149	18,2857	19,2000	20,1600	21,1660	22,2264	23,3655

F09-F12A Pay Grades

EXHIBIT "C"

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	MINIMUM								
GR	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt => 5%	Amt => 5%
F09									
AN	34,269.66	35,983.14	37,782.29	39,671.41	41,654.98	43,737.73	45,924.62	48,220.85	51,025.45
MO	2,855.80	2,998.59	3,148.52	3,305.95	3,471.25	3,644.81	3,827.05	4,018.40	4,252.12
Bi/W	1,318.06	1,383.97	1,453.17	1,525.82	1,602.11	1,682.22	1,766.33	1,854.65	1,962.52
WK	659.03	691.98	726.58	762.91	801.06	841.11	883.17	927.32	981.26
HR	16,475.8	17,299.6	18,164.6	19,072.8	20,026.4	21,027.8	22,079.1	23,183.1	24,531.5
F09A									
AN	35,548.45	37,325.87	39,192.17	41,151.78	43,209.37	45,369.83	47,638.33	50,020.24	53,366.89
MO	2,962.37	3,110.49	3,266.01	3,429.31	3,600.78	3,780.82	3,969.86	4,168.35	4,447.24
Bi/W	1,367.25	1,435.61	1,507.39	1,582.76	1,661.90	1,744.99	1,832.24	1,923.86	2,052.57
WK	683.62	717.81	753.70	791.38	830.95	872.50	916.12	961.93	1,026.29
HR	17,090.6	17,945.1	18,842.4	19,784.5	20,773.7	21,812.4	22,903.0	24,048.2	25,657.2
F10									
AN	37,066.89	38,920.23	40,866.24	42,909.56	45,055.03	47,307.79	49,673.18	52,368.30	55,706.52
MO	3,088.91	3,243.35	3,405.52	3,575.80	3,754.59	3,942.32	4,139.43	4,364.03	4,642.21
Bi/W	1,425.65	1,496.93	1,571.78	1,650.37	1,732.89	1,819.53	1,910.51	2,014.17	2,142.56
WK	712.82	748.47	785.89	825.18	866.44	909.77	955.25	1,007.08	1,071.28
HR	17,820.6	18,711.7	19,647.2	20,629.6	21,661.1	22,744.1	23,881.3	25,177.1	26,782.0
F10A									
AN	39,111.11	41,066.66	43,120.00	45,276.00	47,539.80	49,916.79	52,412.63	55,033.26	59,187.94
MO	3,259.26	3,422.22	3,593.33	3,773.00	3,961.65	4,159.73	4,367.72	4,586.10	4,932.33
Bi/W	1,504.27	1,579.49	1,658.46	1,741.38	1,828.45	1,919.88	2,015.87	2,116.66	2,276.46
WK	752.14	789.74	829.23	870.69	914.23	959.94	1,007.94	1,058.33	1,138.23
HR	18,803.4	19,743.6	20,730.8	21,767.3	22,855.7	23,995.5	25,198.4	26,458.3	28,455.7
F11									
AN	41,230.66	43,292.20	45,456.81	47,729.65	50,116.13	52,621.94	55,253.03	58,015.68	62,678.40
MO	3,435.89	3,607.68	3,788.07	3,977.47	4,176.34	4,385.16	4,604.42	4,834.64	5,223.20
Bi/W	1,585.79	1,665.08	1,748.34	1,835.76	1,927.54	2,023.92	2,125.12	2,231.37	2,410.71
WK	792.90	832.54	874.17	917.88	963.77	1,011.96	1,062.56	1,115.69	1,205.35
HR	19,822.4	20,813.6	21,854.2	22,946.9	24,094.3	25,299.0	26,564.0	27,892.2	30,133.8
F011A									
AN	43,085.47	45,239.74	47,501.73	49,876.81	52,370.65	54,989.19	57,738.65	60,625.58	65,633.73
MO	3,590.46	3,769.98	3,958.48	4,156.40	4,364.22	4,582.43	4,811.55	5,052.13	5,469.48
Bi/W	1,657.13	1,739.99	1,826.99	1,918.34	2,014.26	2,114.97	2,220.72	2,331.75	2,524.37
WK	828.57	869.99	913.49	959.17	1,007.13	1,057.48	1,110.36	1,165.88	1,262.19
HR	20,714.2	21,749.9	22,837.4	23,979.2	25,178.2	26,437.1	27,759.0	29,146.9	31,554.7
F12									
AN	44,935.00	47,181.75	49,540.83	52,017.88	54,618.77	57,349.71	60,217.19	63,228.05	68,593.21
MO	3,744.58	3,931.81	4,128.40	4,334.82	4,551.56	4,779.14	5,018.10	5,269.00	5,716.10
Bi/W	1,728.27	1,814.68	1,905.42	2,000.69	2,100.72	2,205.68	2,316.05	2,431.85	2,638.20
WK	864.13	907.34	952.71	1,000.34	1,050.36	1,102.88	1,158.02	1,215.92	1,319.10
HR	21,603.4	22,683.5	23,817.7	25,008.6	26,259.0	27,572.0	28,950.6	30,398.1	32,977.5
F12A									
AN	46,959.06	49,307.01	51,772.36	54,360.98	57,079.03	59,932.98	62,929.63	66,076.11	71,925.08
MO	3,913.25	4,108.92	4,314.36	4,530.08	4,756.59	4,994.42	5,244.14	5,506.34	5,993.76
Bi/W	1,806.12	1,896.42	1,991.24	2,090.81	2,195.35	2,305.11	2,420.37	2,541.39	2,766.35
WK	903.06	948.21	995.62	1,045.40	1,097.67	1,152.56	1,210.19	1,270.69	1,383.17
HR	22,576.5	23,705.3	24,890.6	26,135.1	27,441.8	28,813.9	30,254.6	31,767.4	34,579.4

P5 - P10 Pay Grades EXHIBIT "D"

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PAY	MINIMUM								
GR	SALARY	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt =>6%	Amt 6%
P05									
AN	21,877.75	23,190.41	24,581.84	26,056.75	27,620.15	29,277.36	31,034.00	32,896.04	34,869.80
MO	1,823.15	1,932.53	2,048.49	2,171.40	2,301.68	2,439.78	2,586.17	2,741.34	2,905.82
BIW	841.45	891.94	945.46	1,002.18	1,062.31	1,126.05	1,193.62	1,265.23	1,341.15
WK	420.73	445.97	472.73	501.09	531.16	563.03	596.81	632.62	670.57
HR	10,518.1	11,149.2	11,818.2	12,527.3	13,278.9	14,075.7	14,920.2	15,815.4	16,764.3
P06									
AN	22,942.63	24,319.19	25,778.34	27,325.04	28,964.54	30,702.42	32,544.56	34,664.28	36,744.14
MO	1,911.89	2,026.60	2,148.20	2,277.09	2,413.71	2,558.53	2,712.05	2,888.69	3,062.01
BIW	882.41	935.35	991.47	1,050.96	1,114.02	1,180.86	1,251.71	1,333.24	1,413.24
WK	441.20	467.68	495.74	525.48	557.01	590.43	625.86	666.62	706.62
HR	11,030.1	11,691.9	12,393.4	13,137.0	13,925.3	14,760.8	15,646.4	16,665.5	17,665.5
P07									
AN	24,040.05	25,482.45	27,011.40	28,632.08	30,350.00	32,171.00	34,101.26	36,515.79	38,706.74
MO	2,003.34	2,123.54	2,250.95	2,386.01	2,529.17	2,680.92	2,841.77	3,042.98	3,225.56
BIW	924.62	980.09	1,038.90	1,101.23	1,167.31	1,237.35	1,311.59	1,404.45	1,488.72
WK	462.31	490.05	519.45	550.62	583.65	618.67	655.79	702.23	744.36
HR	11,557.7	12,251.2	12,986.2	13,765.4	14,591.3	15,466.8	16,394.8	17,555.7	18,609.0
P08									
AN	25,076.29	26,580.87	28,175.72	29,866.26	31,658.24	33,557.73	35,571.20	37,705.47	39,967.80
MO	2,089.69	2,215.07	2,347.98	2,488.86	2,638.19	2,796.48	2,964.27	3,142.12	3,330.65
BIW	964.47	1,022.34	1,083.68	1,148.70	1,217.62	1,290.68	1,368.12	1,450.21	1,537.22
WK	482.24	511.17	541.84	574.35	608.81	645.34	684.06	725.11	768.61
HR	12,055.9	12,779.3	13,546.0	14,358.8	15,220.3	16,133.5	17,101.5	18,127.6	19,215.3
P09									
AN	26,138.79	27,707.12	29,369.55	31,131.72	32,999.63	34,979.60	37,078.38	39,303.08	41,661.27
MO	2,178.23	2,308.93	2,447.46	2,594.31	2,749.97	2,914.97	3,089.86	3,275.26	3,471.77
BIW	1,005.34	1,065.66	1,129.60	1,197.37	1,269.22	1,345.37	1,426.09	1,511.66	1,602.36
WK	502.67	532.83	564.80	598.69	634.61	672.68	713.05	755.83	801.18
HR	12,566.7	13,320.7	14,120.0	14,967.2	15,865.2	16,817.1	17,826.1	18,895.7	20,029.5
P10									
AN	27,235.00	28,869.10	30,601.25	32,437.32	34,383.56	36,446.58	38,633.37	40,951.37	43,408.46
MO	2,269.58	2,405.76	2,550.10	2,703.11	2,865.30	3,037.21	3,219.45	3,412.61	3,617.37
BIW	1,047.50	1,110.35	1,176.97	1,247.59	1,322.44	1,401.79	1,485.90	1,575.05	1,669.56
WK	523.75	555.18	588.49	623.79	661.22	700.90	742.95	787.53	834.78
HR	13,093.8	13,879.4	14,712.1	15,594.9	16,530.6	17,522.4	18,573.7	19,688.2	20,869.5

P11-P15 Pay Grades

NLR HR Dept.

EXHIBIT "E"

PAY	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
GR	MINIMUM								
	SALARY	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%
P11									
AN	28,941.65	30,678.15	32,518.84	34,469.97	36,538.17	38,730.46	41,054.28	43,517.54	46,128.59
MO	2,411.80	2,556.51	2,709.90	2,872.50	3,044.85	3,227.54	3,421.19	3,626.46	3,844.05
BIW	1,113.14	1,179.93	1,250.72	1,325.77	1,405.31	1,489.63	1,579.01	1,673.75	1,774.18
WK	556.57	589.96	625.36	662.88	702.66	744.82	789.51	836.88	887.09
HR	13.9143	14.7491	15.6341	16.5721	17.5664	18.6204	19.7376	20.9219	22.1772
P12									
AN	29,991.19	31,790.66	33,698.10	35,719.99	37,863.19	40,134.98	42,543.08	45,095.66	47,801.40
MO	2,499.27	2,649.22	2,808.18	2,976.67	3,155.27	3,344.58	3,545.26	3,757.97	3,983.45
BIW	1,153.51	1,222.72	1,296.08	1,373.85	1,456.28	1,543.65	1,636.27	1,734.45	1,838.52
WK	576.75	611.36	648.04	686.92	728.14	771.83	818.14	867.22	919.26
HR	14.4188	15.2840	16.2010	17.1731	18.2035	19.2957	20.4534	21.6806	22.9814
P13									
AN	32,000.33	33,920.35	35,955.57	38,112.90	40,399.68	42,823.66	45,393.08	48,116.66	51,003.66
MO	2,666.69	2,826.70	2,996.30	3,176.08	3,366.64	3,568.64	3,782.76	4,009.72	4,250.31
BIW	1,230.78	1,304.63	1,382.91	1,465.88	1,553.83	1,647.06	1,745.89	1,850.64	1,961.68
WK	615.39	652.31	691.45	732.94	776.92	823.53	872.94	925.32	980.84
HR	15.3848	16.3079	17.2863	18.3235	19.4229	20.5883	21.8236	23.1330	24.5210
P14									
AN	33,109.73	35,096.31	37,202.09	39,434.22	41,800.27	44,308.29	46,966.79	49,784.79	52,771.88
MO	2,759.14	2,924.69	3,100.17	3,286.18	3,483.36	3,692.36	3,913.90	4,148.73	4,397.66
BIW	1,273.45	1,349.86	1,430.85	1,516.70	1,607.70	1,704.16	1,806.41	1,914.80	2,029.69
WK	636.73	674.93	715.42	758.35	803.85	852.08	903.21	957.40	1,014.84
HR	15.9181	16.8732	17.8856	18.9588	20.0963	21.3021	22.5802	23.9350	25.3711
P15									
AN	34,218.59	36,271.70	38,448.01	40,754.89	43,200.18	45,792.19	48,539.72	51,452.10	54,539.23
MO	2,851.55	3,022.64	3,204.00	3,396.24	3,600.01	3,816.02	4,044.98	4,287.68	4,544.94
BIW	1,316.10	1,395.07	1,478.77	1,567.50	1,661.55	1,761.24	1,866.91	1,978.93	2,097.66
WK	658.05	697.53	739.38	783.75	830.77	880.62	933.46	989.46	1,048.83
HR	16.4512	17.4383	18.4846	19.5937	20.7693	22.0155	23.3364	24.7366	26.2208

NLR ELECTRIC DEPARTMENT SALARY STRUCTURE EFFECTIVE 1/2/2016

Non-Grade:

Updated: 1/15/2016

JOB TITLE		Range	Hourly Salary	Range
Journeyman Meterman Apprintice IV		4165.63	0.0000	24.0325
Material Handler I	2259.32		13.0345	0.0000
Material Handler II		3159.57	0.0000	18.2283
Meter Data Mgment (MDM) Administrator		5967.56	0.0000	34.4282
Milsoft GIS Administrator	4166.67	5833.33	24.0385	33.6538
Operations Manager	4616.38	6837.83	26.6330	39.4490
Radio Operator	1762.78	3687.29	10.1699	21.2728
Safety Security Manager	4418.32	5934.11	25.4903	34.2352
Service Supervisor	4221.22	6350.43	24.3532	36.6371
Smart Meter Technicians	3112.63	4059.83	17.9575	23.4221
Staff Accountant	2265.59	3856.16	13.0707	22.2470
Storekeeper I	2428.42		14.0101	0.0000
Storekeeper II		4281.23	0.0000	24.6994
Streetlight Supervisor		6059.10	0.0000	34.9563
Streetlight Technician		4641.87	0.0000	26.7800
Vegetation Management Coordinator	2923.93	4076.00	16.8688	23.5154

Graded:

F-05

Office Assistant III		3162.30	11.4465	18.2440
			0.0000	0.0000
F-05B			0.0000	0.0000
Meter Data Examiner		3205.15	12.5156	18.4913
			0.0000	0.0000
			0.0000	0.0000
F-06A			0.0000	0.0000
			0.0000	0.0000
Sr. Accounting Clerk		3470.79	13.5529	20.0238

Negotiated:

General Manager		8170.83	0.0000	47.1394
Assistant General Manager (1)		7295.83	0.0000	42.0913
Assistant General Manager (1)		5866.31	0.0000	33.8441
System Electrical Engineer		7305.57	0.0000	42.1475
System Mechanical Engineer		6937.80	0.0000	40.0258

EXHIBIT "G"

2016 North Little Rock Fire Department Payscale

R8930 2/9/2016 effective 1/2/2016 - 3% increase to Firefighter, Lt., and Capt.

R8907 12/14/2015 eff 1/2/2016 - 3% inc to Battalion Fire Chiefs, Asst Fire Chief, Fire Chief

GRADE/STEP	RANK	YEARLY	MONTHLY	BIW	DAILY	HR
NG	Fire Chief	\$100,507.4824	\$8,375.6235	\$3,865.6724	\$386.5672	\$48.3209
Y04-0010	Asst. Chief	\$73,671.7800	\$6,139.3150	\$2,833.5300	\$283.3530	\$35.4191
Y04-0010	Battalion Chief	\$72,149.1700	\$6,012.4308	\$2,774.9681	\$277.4968	\$34.6871
Y03-0011	Top Captain	\$58,255.5800	\$4,854.6317	\$2,240.5992	\$224.0599	\$28.0075
Y03-0010	Beg. Captain	\$52,430.0200	\$4,369.1683	\$2,016.5392	\$201.6539	\$25.2067
Y02-0011	Top Lt	\$50,759.2400	\$4,229.9367	\$1,952.2785	\$195.2278	\$24.4035
Y02-0010	Beg. Lieutenant	\$48,221.2700	\$4,018.4392	\$1,854.6642	\$185.4664	\$23.1833
Y01-0024	Firefighter IV	\$46,524.6500	\$3,877.0542	\$1,789.4096	\$178.9410	\$22.3676
Y01-0023	Firefighter III	\$39,545.9400	\$3,295.4950	\$1,520.9977	\$152.0998	\$19.0125
Y01-0022	Firefighter II	\$37,219.7100	\$3,101.6425	\$1,431.5273	\$143.1527	\$17.8941
Y01-0021	Firefighter I	\$34,893.4900	\$2,907.7908	\$1,342.0573	\$134.2057	\$16.7757
Y01-0010	Beg. Firefighter	\$32,567.2500	\$2,713.9375	\$1,252.5865	\$125.2587	\$15.6573

NORTH LITTLE ROCK POLICE DEPARTMENT

EXHIBIT "H"

UNIFORM SALARIES EFFECTIVE 01/02/2016 per Resolutions 8905 and 8907

RANK		ENTRY-1 YR	2-3 YEAR	4 YEAR	5-6 YEAR
X-1 Officer	Annual	38,600.0000	40,600.0000	42,600.0000	45,749.4000
	Monthly	3,216.6667	3,383.3333	3,550.0000	3,812.4500
	143 Bi-weekly	1,484.6154	1,561.5385	1,638.4615	1,759.5923
	Daily	148.4615	156.1538	163.8462	175.9592
	X 1/2	27.8365	29.2788	30.7212	32.9924
	Hourly	18.5577	19.5192	20.4808	21.9949
			7-8 YEAR	9-15 (OFC) YR	20 YEAR
			48,015.7700	51,500.0000	57,000.0000
			4,001.3142	4,291.6667	4,750.0000
			1,846.7604	1,980.7692	2,192.3077
			184.6760	198.0769	219.2308
			34.6268	37.1394	41.1058
			23.0845	24.7596	27.4038
X-2 Sgt.	Annual	Entry 60,049.0000	MAX 62,315.0000		
	Monthly	5,004.0833	5,192.9167		
	142 Bi-weekly	2,309.5769	2,396.7308		
	Daily	230.9577	239.6731		
	X 1/2	43.3046	44.9387		
	Hourly	28.8697	29.9591		
X-3 Lt.	Annual	Entry 66,589.0900	MAX 68,606.8000		
	Monthly	5,549.0908	5,717.2333		
	141 Bi-weekly	2,561.1188	2,638.7231		
	Daily	256.1119	263.8723		
	X 1/2	48.0210	49.4761		
	Hourly	32.0140	32.9840		
X-4 Capt.	Annual	Entry 72,685.5700	1 YR 77,478.4600	MAX 79,826.1300	
	Monthly	6,057.1308	6,456.5383	6,652.1775	
	140 Bi-weekly	2,795.5988	2,979.9408	3,070.2358	
	Daily	279.5599	297.9941	307.0236	
	X 1/2	52.4175	55.8739	57.5669	
	Hourly	34.9450	37.2493	38.3779	
X-5 Chief Asst. Chf.	Annual	92,394.1810	98,049.5806		
	Hourly	44.4203	47.1392		
	Annual	82,400.0000	87,550.0000	90,176.5000	
	Hourly	39.6154	42.0913	43.3541	